



ESG Strategy and Sustainability Implementation Certification



AGILE LEADERS
Training Center

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Course Overview:

This Environmental, Social, and Governance ESG course is designed to help professionals understand ESG principles, reporting expectations, stakeholder priorities, and practical implementation approaches. The course provides a clear and structured learning journey for organizations seeking to strengthen ESG awareness, improve sustainability practices, and align business decisions with responsible governance standards. Participants will explore ESG frameworks, investor expectations, corporate priorities, regulatory developments, and the challenges organizations face when applying ESG in real business environments. Through practical discussions, case studies, and interactive learning, this ESG training course supports professionals in building the knowledge required to assess ESG performance, contribute to ESG reporting, and support organizational sustainability goals.

Target Audience:

- Corporate Executives
- Sustainability Officers
- HR Managers
- Financial Analysts
- Regulatory Compliance Managers

Targeted Organizational Departments:

- Sustainability and CSR Departments
- Human Resources
- Finance and Accounting
- Regulatory Compliance

Targeted Industries:

- Financial Services
- Energy
- Healthcare
- Manufacturing

Course Offerings:

By the end of this course, participants will be able to:

- Understand the main concepts, principles, and drivers of ESG
- Identify key ESG frameworks, standards, and reporting expectations
- Analyze ESG priorities from investor, corporate, and stakeholder perspectives
- Evaluate ESG risks, opportunities, controversies, and business impacts
- Understand the role of regulations, certification standards, and alternative ESG models
- Apply ESG knowledge to support reporting, governance, and organizational decision-making

Training Methodology:

This ESG training course uses a practical and interactive methodology that combines instructor-led sessions, case studies, group discussions, ESG framework analysis, and applied exercises. Participants will examine real-world ESG challenges and explore how organizations balance environmental, social, governance, regulatory, and stakeholder expectations. Each day includes structured topics followed by reflection and review to reinforce learning and prepare participants for the next stage of the course.

Course Toolbox:

- ESG metrics worksheets
- ESG reporting templates
- Governance and compliance checklists
- Stakeholder analysis tools
- ESG risk assessment templates
- Reference materials for ESG standards and regulations

Course Agenda:

Day 1: Understanding the ESG Landscape

- **Topic 1:** Foundations and Core Principles of ESG
- **Topic 2:** History and Evolution of ESG Practices
- **Topic 3:** Key ESG Frameworks, Standards, and Guidelines
- **Topic 4:** The Role of Non-Profit Advocacy Groups in ESG Development
- **Topic 5:** Governance Agencies and Quasi-Government ESG Influence
- **Topic 6:** ESG Trends Shaping Corporate Strategy and Accountability
- **Reflection & Review:** Summarize key points, open Q&A, and provide preparation material for Day 2.

Day 2: ESG Stakeholders and Conflicting Priorities

- **Topic 1:** ESG Expectations from the Investors' Perspective
- **Topic 2:** ESG Priorities from the Corporate Perspective
- **Topic 3:** Identifying and Mapping ESG Stakeholders
- **Topic 4:** Prioritizing ESG Goals Across Business Functions
- **Topic 5:** Managing Conflicting Stakeholder Expectations
- **Topic 6:** Aligning ESG Decisions with Business Value and Reputation
- **Reflection & Review:** Summarize key points, open Q&A, and provide preparation material for Day 3.

Day 3: Validity and Efficacy of ESG Approaches

- **Topic 1:** Research and Evidence Supporting ESG Practices
- **Topic 2:** Assessing the Governance Component of ESG
- **Topic 3:** Understanding ESG Rating Systems and Methodologies
- **Topic 4:** Inconsistencies and Limitations in ESG Ratings
- **Topic 5:** ESG Performance and Its Link to Business Outcomes
- **Topic 6:** Measuring the Effectiveness of ESG Strategies
- **Reflection & Review:** Summarize key points, open Q&A, and provide preparation material for Day 4.

Day 4: Controversial ESG Goals and Policies

- **Topic 1:** ESG and Changing Social Norms
- **Topic 2:** International Child Labor Policies and Supply Chain Responsibility
- **Topic 3:** ESG Considerations in Healthcare Benefits and Employee Welfare
- **Topic 4:** Energy Source Dilemmas: Nuclear, Renewable, and Transitional Energy
- **Topic 5:** Balancing Ethical Expectations with Operational Realities
- **Topic 6:** Managing ESG Controversies, Public Perception, and Reputational Risk
- **Reflection & Review:** Summarize key points, open Q&A, and provide preparation material for Day 5.

Day 5: Government Regulations and Alternative Approaches

- **Topic 1:** Proposed ESG Legislation and Emerging Regulatory Requirements
- **Topic 2:** SEC Regulations and ESG Disclosure Expectations
- **Topic 3:** Benefit Corporation Models as an ESG Alternative
- **Topic 4:** Private Certification Standards and ESG Assurance
- **Topic 5:** Comparing Mandatory and Voluntary ESG Approaches
- **Topic 6:** Building an ESG Implementation Roadmap for Organizations
- **Reflection & Review:** Summarize the entire week, open Q&A, and discuss further avenues for study and implementation.

How This Course is Different from Other ESG Courses:

This ESG course provides a balanced and practical approach to ESG learning by combining ESG awareness, reporting knowledge, stakeholder analysis, regulatory understanding, and real-world application. Instead of focusing only on theory, the course helps participants understand how ESG decisions affect business strategy, governance, reputation, compliance, and long-term organizational value. It equips participants with practical tools and structured knowledge that can be applied directly within corporate ESG initiatives.



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Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

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Leadership and Management Training Courses

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Quality and Operations Management Training Courses

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